

Vermont Action Plan for Aging Well Advisory Committee Meeting Minutes

Date: June 27, 2022
Time: 10:00AM – 12:00PM
Location: Hybrid (in person & MS Teams)

Members Present (alphabetical): Janis Appel, Ruby Baker, Anna Benvenuto, Katie Bocchino, Mark Boutwell, Lynne Cardozo, Dustin Degree, Kim Fitzgerald, Eric Fritz, Jay Greene, Mary Hayden, Elaine Haytko, Jake Hemmerick, Karen Horn, Deanna Jones, Hema Kanuparthi, Mark Levine, Margaret Lewis, Ross MacDonald, Dan Noyes, Janet Nunziata, Lisa Perron, Meg Polyte, Jamie Renner, Christine Ryan, Symphorien Sikyala, Gregory Smith, Kelly Stoddard Poor.

Planning Team Present: Conor O’Dea, Angela Smith-Dieng, Kerstin Hanson, Megan Tierney-Ward.

Presenters Present: Xusana Davis, Luke Rackers, Deanna Jones, Will Senning

MINUTES:

Topic	Notes	Action
Welcome, Introductions and Announcements	Welcome, Kerstin Hanson, VAPAW Project Coordinator, 4 th mtg of the group <ul style="list-style-type: none"> • Any committee member announcements? 	<i>Any relevant announcements between meetings can be sent to Kerstin to be shared with the group.</i>
Presentation & Discussion:	<ul style="list-style-type: none"> • Building our Plan through an Equity Lens presented by Xusana Davis, Vermont Executive Director of Racial Equity • Ensure equity is part of the process from start to finish – what does that really mean for our work here? • Adding an equity lens – lead with this impact. How to do that? Via data. Be Data Driven, NOT Data Hostage. • Use an Equity Impact Assessment tool early in the process • Support older adults by supporting youth. 	<i>See presentation slides attached.</i>
Q&A/Discussion (10-15 min)	Q&A/Discussion: <ul style="list-style-type: none"> • Vermont is the 2nd oldest and 2nd whitest state in the country, surrounded by places more diverse. How do we gain diversity and grow the population and be more meaningfully inclusive? 	<i>Send any follow up questions to Angela.</i>

Vermont Action Plan for Aging Well Advisory Committee Meeting Minutes

- Think beyond what you and your profession can do to what other people and industries can do. Check infrastructure around us to be sure the action plan includes what is around us, not just what we can do. Ex. Transportation, accessibility, etc. How can people of color reach the state? [Home - The Vermont Professionals of Color Network \(vtpoc.net\)](http://vtpoc.net) is one organization who can help people of color who want to relocate to Vermont. The Vermont Professionals of Color Network seeks to build a community and network that promotes, supports, and affirms People of Color personally and professionally.
- We must do more community outreach, not just when we want something. Make it an information exchange. Add or bring something to the table. Having trust in government is a prerequisite to contacting them for help & support.
- Systemic Solutions – personal care attendants, traveling nurses, etc. Older folks have internalized biases and can be inappropriate and biased. How can we build or guide and support the older population?
 - That is a case-by-case basis, follow the lead of the black staff person first. Be prepared to intervene quickly – must be able to recognize the signs of discrimination including micro-aggressions so know when & how to intervene. Then be prepared to offer support to the staff person – make sure they have time for self-care. Check if they want/need modified duty, etc. don't just encourage self-care.
- We learned a high proportion of the New American population lives in multi-congregate & multi-generational housing. What can we learn from them in areas of protective factors & if situation in multi-generational housing can be instructive to us in a focused way?
 - Workforce changes to accommodate extended family need. Consider family units to be more expanded for long-term benefits. Housing in VT is also forcing more extended family situations. Housing may not be stable or secure.

Resource from chat:

- [IDEAL Vermont | Racial Equity Advisory Panel](#)

Vermont Action Plan for Aging Well Advisory Committee Meeting Minutes

	<ul style="list-style-type: none"> • The Vermont Partnership for Fairness and Diversity is also a resource for people of color: Where to Find Us – Vermont Partnership for Fairness and Diversity • We have an Education and Outreach Associate for the Office of Racial Equity, Her name is Shalini Suryanarayana and her email is shalini.suryanarayana@vermont.gov. She's a great source for info about IDEAL Vermont if you're curious. The Human Rights Commission is a source of contact for people experiencing harassment and discrimination in housing, state government employment, or public accommodations in the State of Vermont. Home Page Human Rights Commission (vermont.gov) 	
<p>Panel Presentation and Discussion</p> <p>Are Vermonters Aging Well? Looking at the OVA principle of 'Social Connection and Engagement'</p>	<p>Panelists each presented on the topic:</p> <p>Conor O'Dea, State Unit on Aging, DAAIL shared Social Connection and Engagement of Older Vermonters – Conor.ODea@vermont.gov</p> <p>Luke Rackers, Director of Development and Communications, Central Vermont Council on Aging shared on Enhancing Social Connection Through Arts & Technology - lrackers@cvcoa.org</p> <p>Deanna Jones, Director, Thompson Senior Center and Chair, Vermont Association of Senior Centers and Meal Providers shared about the VASCAMP Social Connections – djones@thompsonseniorcenter.org</p> <p>Will Senning, Director of Elections, Vermont Office of the Secretary of State shared about Civic Engagement and Keeping Older Vermonters Engaged – Will.Senning@vermont.gov</p> <ul style="list-style-type: none"> ○ Expanded timeframe for early voting – now at 45 days, up from 20 ○ Facilitated online voter registration & voting with “My Voter Page” for each voter. ○ 2020 election emergency mailing to all registered voters; had the largest turnout in a general election in the history of the state. Older Vermonters very positive. Legislature made this permanent for general elections only. 	<p><i>See presentation slides attached.</i></p> <p><i>Send any follow up questions to Angela or directly to the presenter(s).</i></p>

Vermont Action Plan for Aging Well Advisory Committee Meeting Minutes

Needs Assessment Next Steps	<p>Survey results analysis & planning focus groups</p> <ul style="list-style-type: none"> ○ Had 2,700 people respond to the EnVision Vermont survey from across Vermont. The Steering Committee will put together results for the August meeting. ○ Focus group planning to start this summer; to be held in the fall. 	<i>Steering committee to review results before next meeting.</i>
Wrap Up	<p>Angela Smith-Dieng</p> <ul style="list-style-type: none"> ○ Presenters welcome feedback and questions, as does Angela. 	
Meeting Schedule	<p>Next Meeting: Monday, August 22, 2022, 10:00AM – 12:00PM likely hybrid in Waterbury and on Microsoft Teams.</p> <p>Post Meeting Update: Note that the topics for the August & October meetings have been exchanged. The topic for August will be Family Caregiver Support.</p> <p>Reminder, you can find minutes/materials from meetings here: Vermont Action Plan for Aging Well Advisory Committee Disabilities, Aging and Independent Living</p>	<i>Calendar invites have been sent for the remainder of the year.</i>

Questions/edits re: these minutes, please contact Kerstin.hanson@vermont.gov.